



Quarterly Connection

APRIL 2004

Special points of interest:

- Director's Comments (front cover)
- DOCR Contacts (page 2)
- Message from the Editor, Upcoming State Holidays, Pardon Advisory Board, Parole Board Meeting Dates, and Parole Board Members (page 3)
- Payroll/Benefit Info. (page 4)
- DOCR Personnel News (page 5)
- 2003 DOCR Services Awards (page 6)
- JRCC Employee of the Month (page 7)
- NDSP Employee of the Month (page 7)
- Prisons Division Inmate Population (page 8)

Inside this issue:

SORT Team Updates	2
19th Annual Bowling Tournament	2
No Names Needed for You to Know the Hostages	3
Interdisciplinary Thematic Instruction (ITI)	4
Teaching with Technology	4
ND Selected for Juvenile Justice Policy Academy	4
Division of Juvenile Services / Community -Update	5
Special Thanks to DOCR Staff	6
DOCR Mission Statement & Prisons Division Inmate Population	8

*North Dakota Department of Corrections and Rehabilitation
3100 Railroad Avenue ♦ PO Box 1898 ♦ Bismarck, ND 58502-1898*

Director's Comments

May 3rd—May 7th has been designated National Correctional Officers Week. I want to thank all corrections employees for the tremendous dedication you show in providing a very important service to the state of North Dakota. You help to assure public safety and you provide treatment and rehabilitation to offenders, many times under very difficult circumstances. I greatly appreciate all that you do.

On June 2-3, 2004, the DOCR will host the kick-off for the Transition from Prison to Community Initiative. The National Institute of Corrections chose North Dakota along with just a few other states to implement this model program. The initiative is an effort to bring together the resources of all of the various state and private

agencies and organizations that can have an impact on an inmate's success or failure when released from prison. National Institute of Corrections representatives will be present to assist and to explain the initiative. Some agencies that have indicated that they will attend the kickoff include the Department of Human Services, Job Service, the Conference of Churches, the Homeless People Coalition and representatives of the Court and law enforcement. The initiative is an effort to reduce recidivism of offenders by utilizing a coordinated effort by the DOCR along with community agencies and individuals to work with/ address the needs of offenders when they leave prison.

The DOCR is in the



Elaine Little

beginning stages of preparing its proposed budget for the 2005-2007 biennium. Some of the major issues that will need to be addressed include low employee salaries at all levels of the department (salaries are much behind market and are causing major hiring and retention problems), the need for additional staff, the loss of federal funds, and the ever-increasing inmate and probation offender populations. I'll update you on these issues in the next newsletter.

Have a great summer!

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 Administrative Assistant.....667-1403
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 Business Manager.....667-1407
 Resident Care & Tx Director.....667-1408
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 Physical Plant Director.....667-1406
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Prisons Division

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Missouri River Correctional Center (MRCC)

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 Facsimile.....328-9690

Rough Rider Industries (RRI)

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SORT Team Updates

By Joseph Charvat, SORT Team Leader
 DOCR Prisons Division

The NDSP SORT Team continues to attend training that enhances the DOCR's capability to respond to an extraordinary event. We currently have 17 active members. All of those have attended SWAT Basic within the last year. Many of these officers have advanced training as well. Five officers from NDSP and one officer from JRCC were chosen to attend a SWAT school in Fargo. This class incorporates live fire with

building entries and takes our training to the next level.

Alpha Squad Leader Steve Mayer will be attending an advanced sniper school in April. Upon completion of this school he will have the most up to date training available in the region. We recently completed a Fire Arms Training Simulator (FATS) course provided by Lamar Kruckenberg of BCI. This gave officers the opportunity to evaluate whether a situation was a shoot/no-shoot situation and then take the appropriate action. We are also planning a

joint training session with the JRCC SORT team in Jamestown. We hope to provide each other with continued training opportunities and the ability to respond if the other team requires it.

The NDSP SORT Team currently has one opening available. Interested officers should submit an application to Team Commander Craig McGarvey or Team Leader Joe Charvat. Applications and physical testing requirements can be obtained from either of these individuals.



19th Annual William H. Broer Jr. Bowling Tournament

By Kenneth Johnson, Pharmacist
 DOCR Prisons Division

On February 21, 2004, the 19th Annual William H. Broer Jr. Law Enforcement Bowling Tournament was held at Midway Lanes in Bismarck/Mandan with 360 bowlers from 72 teams participating in the event.

All 72 teams bowled four games and the high four-game morning qualifiers for the roll-offs were as follows:

United Tribes #1 – Thomas (4255)

Blair Thomas, Eric Cutler, Dorvin Froseth, Russell Swagger, Joette McCleod

North Dakota Highway Patrol #1 - Rumble (4135)

Norma Johnson, Kathy Rumble, Gene Johnson, Mitchell Rumble, James Rumble

Minot Police Department #2 - Debowey (4095)

Matt Debowey, Janice Hayer, Sallie Johnson, Heather Severence, Fred Debowey

Mandan Police Department/Bull's Nuts - Shipman (4082)

Jay Gruebele, Glen Ternes, Dennis Bullinger, Jon Vanderhaef, Dave Shipman

The high four-game afternoon qualifiers for the roll-offs were as follows:

DOCR/Big O - Olheiser (4157)

Christy Anderson, Josh Hewson, Byron Hanson, Pat Schatz, Duane Olheiser

Burleigh County Sheriff's Department 101 - Banker (4088)

Brad Banker, Mary Rixen, Gary Roberson, Dinah Roberson, Mike Stoltz

Bismarck Police Department/Dark Side - Lauer (4016)

Rick Hilzendager, Nicole Moritz, Brian Burkett, Dan Donlin, Perry Lauer

DOCR/Just Released - Boelter (3975)

Steve Boelter, Karen Boelter, Jay Uhlman, Mary Uhlman, Ken Johnson



After a one-game roll-off, the DOCR/Just Released team won the tournament with a score of 1059. For their efforts they won jackets and the traveling trophy. The other teams placed in the following order along with their awards:

- **2nd Place:** United Tribes #1 – Thomas - (1047) - Jackets
- **3rd Place:** Minot Police Department #1 – Debowey - (964) - \$120
- **4th Place:** North Dakota Highway Patrol #1 - Rumble - (946) - \$100
- **5th Place:** Burleigh County Sheriff's Department – Banker - (942) - \$80
- **6th Place:** Bismarck Police Department (Dark Side) – Lauer - (931) - \$70
- **7th Place:** Mandan Police Department (Bull's Nuts) - Shipman - (925) - \$55
- **8th Place:** DOCR/ Big O - Olheiser - (925) - \$55

Five dollar gift certificates donated by Midway Lanes were given as individual awards for the bowlers with high games and high series. The bowlers were only eligible for one of the awards.

Women

High Game Scratch - (206) – Bonnie Zimmer – JJZ - Jager
 High Game Handicap - (286) – Dana Becker – Stark County Snipers - Kitzman
 High Series Scratch - (749) – Peggy Headrick – Gutter Dusters - Headrick
 High Series Handicap - (886) – Nichole DeBoer – SSNTF - Lang

Men

High Game Scratch - (238) – Mike Demakis – Ward County #1 - Demakis

High Game Handicap - (269) – Dave R Ell – Stark County Sharp Shooters - Kueker
 High Series Scratch - (855) – James Rumble – North Dakota Highway Patrol #1 - Rumble
 High Series Handicap - (934) – Jeff Buda – Ward County #2 - Graham

Gift certificates for \$2.50, donated by Midway Lanes, were given for the low game and the low series. The winners of these awards are Elizabeth Kramer, US Probation (King Pins) - Schmidt, women's low game (7); Lisa Bachler, ND P&P - Goldsack, women's low series (280); Mike McGrath, US Probation 109 – Pope, Men's low game (55); and Fred Frederikson, ND Stockman's Association - Schneider, men's low series (343).

Throughout the day, there were 328 door prizes awarded with Stacy Dawkins, Red River Cruisers - Maixner (AM), and Laura Hargrove, Burleigh County Sheriff's Department (Bowling Stones) - Vogel (PM), winning the Comfort Inn weekend get-away packages. Other prizes donated were pizzas from Dominos for all 72 teams; sandwich coupons from Bismarck/Mandan Burger King; and wine, gift certificates, and reduced bowling fees from Midway Lanes. When visiting these establishments, remember to thank them for contributing to the tournament.

The 2005 event is scheduled for February 19, 2005, at Midway Lanes, in Bismarck/Mandan with the tournament headquarters located at the Comfort Inn. **It is suggested you reserve your rooms early by contacting their reservation desk at 223-1911.**

No Names Needed for You to Know the Hostages

By Elaine Little, Director
DOCR Central Office

I was very relieved when the Arizona prison hostages were safely released. I thought the article below was worth reprinting because it reminds us all that corrections work can be very dangerous and that we need to do all we can as an agency to try to keep staff safe.

**By E.J. Montini,
Arizona Republic
01/27/2004**

Because the state has kept secret the names and life stories of the two corrections officers taken hostage at the prison complex outside of Buckeye, some of you are under the impression that you don't know the captives. But you do.

One officer, a man, was released Saturday. The other, a woman, remains locked inside the tower at the Lewis Complex with two inmates. Because the newspapers and the TV news stations cannot tell you their names or their ages, or whether they are married, or where they live, or what they do in their spare time, you may believe that these people are strangers to you. But just the opposite is true.

I know. I made the same mistake. Then I started hearing from their fellow corrections officers, one of whom said, "If you want to know what (the hostages) are like, well, they're just like the rest of us on the job. It's just that for the most part we're invisible. Just ordinary people."

We see them in the checkout line at the supermarket. Our kids go to school with their kids. They sit next to us at church or at the movies.

An officer who works at the state prison in Florence told me that he describes his work as "pretty boring" to most people. "They don't want to know the truth," he said. "And I don't really want to tell them. That's the stuff we only talk about amongst ourselves."

It's a conversation that crosses state lines. I've heard from officers in Alaska, South Dakota, Ohio, Wisconsin, Oregon, Michigan, Massachusetts, Texas, California, Pennsylvania, Florida and Colorado and more. Sgt. Steve Bozarth from the Corrections Center in Airway Heights, Wash., wrote, "Just like police officers, we respond to fights, hangings, rapes, assaults and any other emergency within our little city. For many of us, the only reward is knowing that you and your partners have made it through another day. . . . My correctional family is not held by borders. All correctional professionals are linked. . . . Our institution is suffering due to the recent events at the Lewis Complex."

A relative of an officer working at Lewis spoke about how relieved his family was to have the officer home for a short 12-hour break, and how eager the officer was to get back to the prison.

"For this dedication," the family member wrote, "(the officer) earned the princely sum of \$27,000 last year."

Another officer's wife said, "I have talked to many people who make the comment, 'He isn't going back to work is he?' or 'You aren't going to let him work there any more are you?'"

My husband feels he is doing an important job. He is proud of his uniform and his badge. Yes, he will continue to go back to work, and we would all be in sad shape if he and his fellow officers didn't."

The two people taken hostage are like that. They honored their commitment. They reported for duty. They're like the officer from the state Department of Corrections who wrote, "I know that when I go to work I will walk past, talk to and just generally interact with a man who raped his mother, another who takes clothes irons to babies, another rapist, a murderer, and the list goes on and on. How many people would be willing to work with these people - even if they were locked up? We do it every day. We watch them eat, shower, play football, watch movies. And we keep the peace. We keep all these violent prisoners not only from hurting the public, but also from hurting each other."

In doing so, however, they can't always keep themselves safe. There are disturbances, attacks, even hostage situations. That's when we take notice. But learning their names and seeing their photographs won't tell us much more about the hostages than we can find out by talking to those who do the same job. Besides, those who work "behind the wire" know us even better than we know them.

"The sad part is that after this situation at Lewis is resolved and the press leave, we will again be forgotten," wrote a corrections officer with nearly 20 years' experience. "But rest assured, Arizona, for some strange and unknown reason we will continue to protect you and your families."

A Message from the Editor

The *DOCR Quarterly Connection Newsletter* is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department.

All employees are encouraged to submit articles, letters, comments, and ideas for future issues of the *DOCR Quarterly Connection*, to be considered in the next publication.

The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please email articles to:

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ND Department of Corrections & Rehabilitation
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Upcoming State Holidays...

APRIL 2004

Good Friday.....9
Administrative Professionals Day.....21

MAY 2004

Memorial Day.....31

JUNE 2004

None

Pardon Advisory Board Dates for 2004

April 6

November 9

Parole Board Meeting Dates for 2004

January 5
February 2
March 8
April 5
May 3
June 7

July 12
August 9
September 13
October 11
November 8
December 6

Parole Board Members

Parole Board Members are appointed by the Governor for a three-year term. The Parole Board Members are listed as follows:

Member	Location
John Olson, <i>Chairman</i>	Bismarck
Dick Davison	Bismarck
William Gipp	Bismarck
Craig Smith	Bismarck
Budd Warren	Fargo
Beverley Adams	Fargo

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JRCC

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Central Office & Community

Janice Young.....328-6193

Employee Assistance Program

The Employee Assistance Program (EAP) is a confidential assessment/counseling/referral service staffed by trained professionals who can help you and your family members evaluate your problems and take positive action to resolve them.

St. Alexius/Heartview have clinical staff available to provide assessment, referral, and short-term counseling. Access to EAP can be obtained 24 hours a day, 7 days a week by calling:

St. Alexius Medical Center/Heartview
Employee Assistance Program
530-7195 (or) 1-800-327-7195

Please feel free to call for help and/or advice at any time. When calling after working hours, please ask for the EAP staff member on call.

New Insurance Options ** to Be Offered **

The Director's employee committee identified the lack of insurance option(s) as a significant issue for the DOC&R. The department is responding to this matter and is pleased to announce that Lauritsen and Associates will be offering our employees several insurance programs. The programs offered are as follows:

- Long Term Care
- Term Life insurance
- Cancer insurance
- Universal Life insurance
- Deferred Compensation packages

Additional information concerning the noted options will be made available to all employees very soon!

Interdisciplinary Thematic Instruction (ITI)

By Charlene Jones, Jodi Hintz, and Ann Keller
Educational Teachers
ND Youth Correctional Center

Traditionally, curriculum has been divided into separate disciplines such as language arts, math, science, social studies, and the arts, with each subject taught in isolation from the others. Connections between the curriculum areas have not been provided, often leaving students without the skills to integrate the information they've learned or to understand how the subject areas relate to each other in real life.

Advocates of integrated

learning suggest that curriculum must be made relevant by presenting information to students in a thematic, holistic manner. Integrated learning empowers students to see connections, generalize, and transfer knowledge to a variety of problem solving situations in their lives.

We spent a week at Horizon Middle School, along with other teachers and students, learning how to integrate ITI into our classrooms. The theme of the week was "Cause and Effect" using water as a teaching tool. This gave the teacher the

opportunity to also incorporate life skills, other disciplines, and the different multi-intelligences.

Many times throughout the week it was brought to the teachers' attention that ITI is stereotyped as only about bringing lamps and plants into the classroom. On the contrary, the class pointed out the significance of student movement and classroom environment to the learning process.

We are slowly integrating the ITI model in our classrooms. There will be follow-ups as we progress through the stages.

Teaching with Technology

By Judy Riggberg, Educational Teachers
ND Youth Correctional Center

The TWT goal is to provide instruction and on-site assistance that will enable educational staff to effectively integrate technology as an instructional tool into the K-12 curriculum

TWT has played a significant role in increasing the knowledge and practices

necessary for effective technology integration. Many of the terms, tools, and processes of TWT are embedded in other local, state, and national efforts. TWT Phase III connects to and helps schools with obligations regarding technology planning and professional development as well as standards-based education efforts (including meeting the ND Library Technology Literacy standards.)

TWT Phase II was also offered online to any educator who had not yet completed it.

This year, 4 teachers, 1 administrator and 1 mentor pursued the goals of TWT Phase III and II. The teachers, Becky Donovan, Jodi Hintz, Charlene Jones, our administrator, Donna St. Moritz and I were all involved in Phase III. Cindy Dykema completed Phase II.

North Dakota Selected for Juvenile Justice Policy Academy

By Susan Wagner, West Regional Supervisor
DOCR Juvenile Services Division / Community

North Dakota has been selected as one of 8 teams to attend the National Policy Academy on "Improving Services for Youth with Mental Health and Co-Occurring Substance Use Disorders with the Juvenile Justice System". The Division of Juvenile Services and the Department of Human Services submitted the state's application which was selected from over 50 applications.

The federally sponsored initiative will provide national expertise and assistance to

North Dakota to enhance and develop collaborative efforts with all systems in North Dakota to improve care for youth with mental health and co-occurring substance use disorders. State team participants include Dave McGeary, Director, South Central Juvenile Court; Karen Larson, Director, DHS-Division of Mental Health and Substance Abuse; Paul Ronningen, Director, DHS-Children and Family Services division; Carlotta McCleary, Parent Advocate, ND Federation of Families; JoAnne Hoesel, Director, DHS-Children's Mental

Health Services; a young woman involved in the DJS system; and Susan Wagner, Regional Manager, Division of Juvenile Services. The state team will participate in a site visit from federal representatives from the National Center for Mental Health and Juvenile Justice, National Association of State Mental Health Program Directors, and the Council of Juvenile Correctional Administrators on May 20, 2004 in preparation for the 3-day Policy Academy in Bethesda, Maryland June 2-4, 2004.

Division of Juvenile Services / Community -Update

By Lisa Bjergaard, East Regional Supervisor
and Susan Wagner, West Regional Supervisor
DOCR Division of Juvenile Services/Community

The ND Department of Human Services, Children and Family Services Division, has been conducting Children and Family Services Reviews (CFSR) in each region of the state during the past year. The CFSR focuses on 3 major areas: safety, permanency, and well being; the latter category broken down into 3 categories, education, physical health, and mental health. The review includes a thorough examination of the case file and interviews with the child, family members, treatment providers, foster care providers, and the DJS case manager. In addition, the facilitators of the regional reviews hold stakeholders meetings in each region, which include juvenile court staff, attorneys, treatment providers, foster care providers, direct service workers and any other professional staff relevant to the case.

A review document outlines 23 areas which are rated as a strength, area needing improvement, or non-applicable. In addition to that, there are 7 outcomes that are assessed and rated as substantially achieved, partially achieved, or not achieved. This document is completed for each case. Preliminary findings are shared at the end of the review, and final findings are outlined in a formalized document which is made available to the Director of the Department of Human Services, Director of the Children and Family Services division, and the regional human service center. The collective findings are submitted to the federal level as part of the state's Program Improvement Plan for

services to children and families. The Division of Juvenile Services participates in these reviews on several levels; Juvenile Corrections Specialists participate in the review of their cases, staff participate in the review of non-DJS cases, and staff help organize meetings and interviews as part of their region's team preparation for the CFSR event.

We are proud to announce that DJS cases reviewed in 2003 were found to be in "substantial conformity", which is the highest rating achievable. The review facilitators have commented that DJS files are among the best organized, that the issues being addressed in the treatment plans are clearly meaningful, and that DJS youth are receiving high quality case management services.

In other news, DJS is continuing to operationalize COMPASS, a new risk/needs assessment and case planning process. Training was conducted last summer and community corrections staff and as well as NDYCC began using the instrument in August 2003. The assessment process includes gathering all background information on each youth and family, visiting the home of the youth, and conducting an extensive interview with the youth. The interview together with the criminal history generates a risk level assignment, a typology or group most characteristic of the youth, a social summary, and a graph which profiles 26 separate risk/needs indicators. Case planning can now be clearly and directly linked to the precise criminogenic needs exhibited by each youth. This provides tremendous advantages in the treatment planning process, and we

continue to be excited about our COMPASS implementation.

West region staff update:

WCDJS is proud to announce the addition of Jerrica Sauer to our staff. Jerrica assumed the role of custodial care coordinator in our ongoing agreement with West Central Human Services to provide wraparound to youth under DJS custody and their families. Jerrica comes to us with a great deal of experience working with youth with serious emotional disorders and family-based therapy. Welcome Jerrica!

East region staff update:

Tim Miller has retired after 30 years of service to the former State Youth Authority and the Division of Juvenile Services. Tim worked his entire career with delinquent and unruly youth and their families in the Grand Forks region. We wish Tim bon voyage, and appreciate his dedicated service to the DOCR. Dennis Mansavage began work in January. Dennis recently completed his degree in criminal justice, and has over 5 years of experience working with corrections at a state prison, a county jail, and in a variety of youth serving programs. Dennis completed his undergraduate internship with us, and so has some idea of what he has gotten himself into.

We have also filled the Victim Notification Coordinator position. Nichole Erickson began working in the Fargo regional office in January; she replaces Rhonda Bry. Nichole holds a degree in Criminal Justice. We are very pleased that she has decided to take on these duties with us.

DOCR PERSONNEL NEWS

New to DOCR

DOCR Central Office	
Data Processing Coordinator II	Jerry Oppgaard
DJS, Community Services	
Temp Office Assistant	Michelle LaCoursiere
Temp Office Assistant	Becky Welsh
Care Coordinator	Jerrica Sauer
Juvenile Corrections Specialist	Dennis Mansavage
DJS, Youth Correctional Center	
Teacher	Daphne Steele
Night Security/Universal Support	Wade Strand
Temp Juvenile Institutional Residence Specialist	
Dawn Plastow	Lance Geving
	Holly Steckler
Addiction Counselor II	Amy Ruff
Field Services Division	
Parole/Probation Officer II	Meg Brower
Jeri Kuntz	Darrik Trudell
Kevin Hagen - from NDSP	Chantel Marsten
Prisons Division	
JRCC	
Office Assistant II	Mary Engle
Food Service Operations Supv I	Darla Schmitz
NDSP	
Addiction Counselor II	Kelly McCormick
	Jennifer Burger
Social Worker II	Mary Hart

Position Changes/Promotions

DOCR Central Office	
Data Processing Coordinator I to II	Myles Noon
DJS, Youth Correctional Center	
Temp Residence Counselor to Juvenile Institutional	
Residence Specialist I	Lori Elverud
	Rick Wutzke
JIRS I to JIRS II	Kent Bullinger
	Ricky Peterson
Field Services Division	
Parole/Probation Officer II to PO III	Steve Bohl
PO III to Program Manager	Patrick Bohn
Rick Schuchard	Dan Seymour
Prisons Division	
JRCC	
Temp CO to Corrections Trainee	Jesse Price
Joel Hartman	Elizabeth Schlafman
Temp CO to CO I	Gerald Thu
Charles Delcamp	Blaine Lee
Jonathan Rastedt	Dale Andrud
Corrections Trainee to CO II	Travis Voeltz
	Betsy Hertel
CO I to CO II	Duane Irish
Robert Hoyt	Teage Kinzell
CO II to Addiction Counselor I	Melanie Flynn
Food Service Operations Supv I to CO I	Valerie Burgard
NDSP	
Temp CO to CO I	Christian Auck
Jerome Peterson	Keith Johnston
Gerald Baumgartner	Aaron Matties
Andrea Engen	Richard Mielke
CO I to CO II	Leo Adam
Brian Jacobson	Bill Harris
Jason Brazell	Marie Voegele
CO II to Correctional Caseworker	Marc Schwehr
Correctional Caseworker to	
Correctional Case Manager	Darin Ferderer
Correctional Case Manager to Unit Manager	
	Josh Bearfield
Temp Admin Assistant to Administrative Assistant I	
	Rhauna Bearfield

Retirements

Field Services Division	
Parole/Probation Officer III	Loren Headrick

Left Employment with DOCR

DOCR Central Office	
Computer & Network Specialist I	Joyce Biegler
DJS, Youth Correctional Center	
Night Security/Universal Support	Aimee Eisenbeis
Juvenile Institutional Residence Specialist	Luke McKay
(temp) Mandy Barthel	Mark Oliver
Field Services Division	
Parole/Probation Officer II	Carrie Iverson
Prisons Division	
JRCC	
Food Service Operations Supv I	Christy Saylor
Addiction Counselor II	Anna Johnson
Human Relations Counselor	Tammy Hannesson
CO II	Nicole Michaelson
	Melissa Soulis
	German Cancio
Chad Hakanson	Melissa Manstrom
Corrections Trainee	Deb Berg
	Clayton Cordell
NDSP	
Addiction Counselor II	Corinne Karlin
	Jim Bauer
Social Worker II	Cherie Denning
Administrative Assistant I	Lori Reis
CO I	Ryan Jennens
CO II	Paul Hewitt
Steven Paul	Bill Harris

2003 DOCR SERVICE AWARDS

FIVE YEARS

ND YCC

Bill Froelich Ron Heid
Jesse Scalzo Tony Soupir
Field Services Division Kara Carr
Carrie Iverson Christi Jennings
Dan Seymour Amy Voracheck
State Penitentiary Charity Bauer
Daniel Buer Joseph Charvat
Lana Eisenbeis Belinda Garey
Gerald Haid Daniel Johnson
Michael Jung James Linnell
Duane Olheiser William Schaeffer
Tamera Schroeder Marc Schwehr
John Welsch Julie Weslich
Glory White Melissa Vranicar

Rough Rider Industries

Dale Fettig Delvin Triebwasser
Karen Hultberg Gary Huber
MRCC Steven Renner

JRCC

Patrick Altringer Kevin Arthaud
Gene Bardell Richard Barman
Stewart Baumgartner Jerry Bohnsack
Nancy Buraw German Cancio
Lance Ebel Curtis Fischer
Todd Goter Justin Harvala
Robert Holzworth Shirley Huck
Darin Hust Julie Jensen
Virginia Kleven Peggy Koch
Jason Komrosky Jeffrey Krenz
James Larson Brett Lloyd
Susan Lloyd Daniel Lupo
Melissa Manstrom Gerald Maragos
Susan Nordlum Bonnie Nygaard
Jodi Orner Chad Pringle
Brenda Ross Clyde St. Claire
Vickie Steckler James Taylor

TEN YEARS

DOCR Central Office David Huhncke
ND YCC

Bev Aichele Kent Bullinger
Ron Crouse Kevin Pierce
Field Services Division Rhonda Day
Robyn Schmalenberger RaeAnn Volk
State Penitentiary

Toddy Bailey Michael Braun
Daniel Gleich Gary Goroski
Marlene Hellebust Joseph Jangula
Lana Kuntz Mary Jane Uhlman

FIFTEEN YEARS

DOCR Central Office Patrick Foley
DJS Community Kermit Harr
ND YCC Don Bucmann
Eddie Collins Blair Cussons
Pam Helbling Tom Hornbacher
Field Services Division Sylvia Larson
State Penitentiary

Tammy Barstad Augrey Bjelland
Les Everitt David Heidt
Mary Jaskowiak Brett Mertz
Edward Miller Steven Paul

Rough Rider Industries

Gerald Goldsack Linda Trolliey
MRCC Daryl Zeller

JRCC Carlos Bakken
Anna Johnson Denise Krenz

TWENTY YEARS

State Penitentiary Patrick Branson
Robert Cartledge Michael Huck
Curtis Nicklos Douglas Zimmerman

Rough Rider Industries

Tim Adolf Lyle Wolfer
MRCC Bruce Meyers

THIRTY FIVE YEARS

DOCR Central Office Linda Houfek
ND YCC

Jan Hayer Dave Helfrich
Gaylene Massey Buck Nelson

State Penitentiary

Richard Frohlich Raymond Kaul
Larry Parkos Mirna Stromme
JRCC Ray Carr

THIRTY YEARS

DJS Community Sally Walker
Field Services Charles Placek

THIRTY FIVE YEARS

State Penitentiary Robert Turner

2003 DOCR EMPLOYEES OF THE YEAR

DJS Community Cory Pedersen

Field Services Mark Kemmet

State Penitentiary Dan Ebach

JRCC Ben Kennelly

Field Services Division District of the Year Bismarck/Mandan District

A Special Thanks to DOCR Staff

During this reporting period the DOCR is recognizing the following staff for their exceptional work.

They have performed much beyond what their job duties would require of them.

- On March 24, 2004, we began the software conversion for inmate accounts. **TAMMY SCHROEDER** did a fantastic job helping with this transition. Her ideas and input were valuable to the project. She was willing to help in anyway and at anytime of the day or night. Her efforts really made a difference on the outcome of the project.

- STEVE MAYER**, CCW, has been finding a lot of tobacco and recently found some cocaine in the unit. He does a very good job for NDSP.

- MELANIE FLYNN**, LAC at JRCC, has been a tremendous help in getting the backlog of ASI's addressed and assessed.

- LAURA SKAGER** has been exceptional with her expertise in the PIE

program as well as gathering, organizing and presenting information to help New England staff.

- BECKY PERGOTSKI** was chosen as Rough Rider Industries Employee of the Month for taking charge of the JRCC operation during Bernie Duval's absence.

- MIKE OLSON** has been assigned to the ND Coalition for Homeless People, Inc., representing the DOCR.

- Officers SUZETTE SCHAFER, BRIAN JACOBSON, and LEO ADAM** have all been recently accepted as members of the NDSP Special Operations and Response Team. These fine officers will be a welcome addition to the SORT Team. Their dedication and knowledge will help make the DOCR a safer place.

- WAYNE ROGSTAD** has been a member of the NDSP SORT team for the past two years and has shown great dedication and commitment. He has always displayed a

positive attitude and is a natural leader. Wayne has assisted in the teaching of the Forced Cell Move class at the LETA for new state correctional officers and county jailers. Wayne has recently been promoted to a CCW proving he is a seasoned and respected officer.

- BOB CARTLEDGE** provided a power point presentation to the Mandan Police Dept. on negotiations as part of their West Dakota SWAT training. Bob is always happy to be of assistance, and he did a very good job! The **DOCR PERSONNEL** provided exceptional training during the "hands-on" session that followed the presentation. Their experience and input has been a great help for the Mandan Police Dept. Team.

- LOIS MERKEL** and **LLOYD HAAGENSEN**, Parole/Probation Officers with the Field Services Division, have been going above and beyond the call of duty.

JRCC EMPLOYEE OF THE MONTH

January 2004

Patrick Hart, CO II

Patrick Hart, Correctional Officer II, was selected as employee of the month for January for the James River Correctional Center. Officer Hart stopped on his way home after completing his shift at JRCC and assisted a vehicle accident where one of the victims was pinned under the vehicle. Hart performed CPR until Medical/Rescue personnel arrived on the scene. Officer Hart's actions are a testament to his dedication to his profession and his compassion for human life. His noble actions earned him this award.

February 2004

Paulette Barnick, Food Service Supervisor II

Paulette Barnick, Food Service Supervisor II, was selected as employee of the month for February for the James River Correctional Center. Paulette shows the dedication needed for security and training, and is fair and consistent with inmates. She can handle difficult circumstances and has a "can do" attitude. Paulette was selected for employee of the month for her contributions to the JRCC.

March 2004

John Kleven, CO II

John Kleven, Correctional Officer II, was selected as employee of the month for March for the James River Correctional Center. John was instrumental in a movement that was recently completed at JRCC. He has shown the ability to find contraband and has filled in as Acting Caseworker when needed. CO II Kleven was selected for employee of the month for his hard work and dedication to the JRCC.

NDSP EMPLOYEE OF THE MONTH

January 2004

Jeff Davison, CO

Jeff Davison, Correctional Officer, has taken on numerous tasks at the Missouri River Correctional Center. He has been a valuable employee since his employment in May 1999. His work techniques and ethics are uplifting to staff and inmates while following policies and procedures. He always helps out where needed and always does what is asked of him. He is an officer who needs little guidance and is trusted at the Missouri River Correctional Center to carry out his tasks. He has put in many hours of overtime in the past couple weeks during the deer season to fill shifts that were short. He came in on his days off to provide security for the Missouri River Correctional Center and fill positions that allowed others to have the time off. He also came in on his day off to assist in the transport of the females to New England. He helped with the packing of the females and got them on the road in a timely manner without incident. He, who is the Missouri River Correctional Center head property officer, anticipated the female movement and was ready for the day. He already had plenty of property totes on hand, and his organization techniques were crucial for the task at hand. He was considered the immediate supervisor for this job and the staff that assisted him were enthused to help him out. When asked why he came in on his day off to assist in the transport of the females and he stated, "Well, it's my job. My obligation. I am the property officer and they needed my help." It proved that he dedicated to the Missouri River Correctional Center and the staff he works with. The staff at the Missouri River Correctional Center are grateful to have Officer Davison..

February 2004

Steve Larson, Counselor

Thanks to Steve Larson, Human Relations Counselor, for all of the extra duties and hours he worked while another staff person was on leave. Some of the additional duties he carried out include:

- He monitored ISO groups.
- Monitored the Video Education twice weekly and addressed any problems that arose.
- Attended one court appearance knowing this case and this inmate, he spent a great deal of time preparing for his one to two hour testimony.
- He fielded a lot of questions from the media concerning sex offender treatment programming and related concerns. This included collating research data for various state agencies.
- He attended three Sex Offender Risk Assessment Committee meetings. Each meeting is a day and a half.
- He prepared 20 Blue Books for sex offenders to be reviewed at the End of Sentence Reviews. Each book can take up to eight to ten hours to prepare for this staffing. With this he also prepared three letters for States Attorneys requesting them to review the sex offender for possible civil commitment.
- Processed 30 new sex offenders that arrived during these three months.
- He was assigned a great deal, if not all, of the Parole Board and Pardon Board Summaries during this time.
- He maintained his caseload of 56, and took care of any crisis and concerns from other caseloads.

March 2004

Mariam Gilbertson, Teacher

Miriam Gilbertson has worked for the Department of Corrections for 23 years in the Education Department. In the classroom, she works both as a teacher and a tutor with inmates of all levels. She is a professional and a great motivator and encourager to the students she teaches. She is very dedicated to those she teaches, taking extra time with students that want and need her help. She has helped countless inmates achieve their GED, creating a positive aspect in their lives while they are doing time. Her excitement over student's progress is infectious and demonstrates the pride she has in each of her students. She runs the tutoring schedule for the Education Department. She meets with the students and sets up the schedule. She supervises the inmate tutors, monitoring their work and the work of their students. Students that are working with independent study courses seek her help with proofreading papers and for advice on how to better their papers or projects. In the Education Department, she is a role model to all staff. She is punctual, dependable and loyal. She is a team player for the Department and has many valuable suggestions to help make the Department a better place to work. Her experience is a valuable asset. She is the "decorator" of the Department, using her creative skills to coordinate projects such as the Job Fair.

**North Dakota Department of
Corrections and Rehabilitation**

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WE'RE ON THE WEB!
WWW.STATE.ND.US/DOCR/

DOCR MISSION STATEMENT

Our Mission Is...

*To protect the public while
providing a safe and humane environment
for both adults and juveniles placed in the
Department's care and custody. The
Department will carry out the judgments
of the North Dakota courts to both
incarcerate inmates for the protection of
society and to provide rehabilitative
programs in an effort to successfully
reintegrate offenders back into society.*

Prisons Division Inmate Population Information

Population as of March 31, 2004: 1,300

(511 NDSP, 353 JRCC, 143 MRCC, 66 at TRCC, 56 at BTC, 15 on CPP & TP, 52 in Jails, 62 at DWCR, 21 on Interstate Compact, Board out of state 16, & 5 on Temporary Leave)

Offense	Inmate Count	Average Sentence
Violent Offenders (Excluding Sexual)	367	111 Months
Sex Offenders	194	131 Months
Drug Offenders & Alcohol	419	60 Months
Property, Status and Other	323	41 Months
Sentenced for Delivery/Manufacture/Intent: 220	Sentenced for Simple Possession of Drugs or Paraphernalia: 155	Sentenced for Alcohol Related Offenses: 44
Minimum Mandatory Sentenced Inmate Breakout (as of March 31, 2004)		

Offense	Inmate Count	Average Sentence
DUI/APC	41	26 Months
Driving Under Suspension	4	11 Months
Drug Offenses (not alcohol)	49	113 Months
Reckless Endangerment	3	28 Months
Aggravated Assault	6	58 Months
Burglary with Weapon	1	96 Months
Felonious Restraint	1	60 Months
Sex Offense	5	252 Months
Kidnapping	1	120 Months
Terrorizing	3	46 Months
Robbery	20	97 Months
Negligent Homicide	2	54 Months
Manslaughter	3	136 Months
Murder	5	159 Months (39 Life Sentences for Murder)
TOTAL Mandatory Sentenced Inmates	143	NOTE: 11.2% of the inmate population on March 31, 2004, had a minimum mandatory sentence.
85% Truth-in-Sentencing (TIS)	155	115 Months (Life Sentences not included)